

PUUP Labor/Management

April 10, 2019

1:30 p.m.

Ward 103

Attending: Gerianne Wright Downs, Kim Hartshorn, Cathy Eldredge, Kathy Briggs, Dan Gordon, John Ettling, Sue Welch, Josee Larochelle, Bryan Hartman, Anne Hansen, David Hill, Richard Aberle

1. Prodigy Committee:

Kim said he wasn't sure what this is about since both VP candidates for diversity mentioned PRODiG. Just wanted to know what it. Sue said it's on the SUNY website. John said the point is to provide opportunities to diversify SUNY faculties. Kim: wondering about based on the candidates is that they had talked about committees on their campus that there were requested from state on how the grant money would be used. John said it's true, but they keep pushing the deadline, and we'll create a committee once the semester ends. Faculty composed at large part, and have to be people who can work over the summer. Kim asked for a campus announcement for those who may be interested in participating can do so. John suggested Gary Kroll announce it at the faculty senate.

2. Required cell phone/dual authentication use, cell phone stipend; ask for a list of UUP members receiving stipends or business use phone:

Kim said he just wants to make everyone aware that the duo authentication is causing some difficulty for faculty needing to log in with their cell phones; not everyone is compensated for using their cell phones for work-related business. It was suggested that employees call LITS for a token that would allow them to log on without using their cell phone. It was also suggested that everyone will eventually have to use the procedure.

3. Report on Evaluation Procedure Task Force:

Dan said met on the 1<sup>st</sup>. couple issues came up: oing to have a meeting for the PRG chairs on the 22<sup>nd</sup> just to make sure all the PRG chairs are aware how the procured is supposed to work. We spent a lot of time on issue how to get more to volunteer for ERP, external review panel; still a work in progress for how to get more people engaged in that.

4. Update on percentage of Performance Program completions

We don't actually have numbers. Sue said the last contract had the requirement had to have a PP acknowledged, that's when it improved. Kim said the hole might be UUP professionals in units not even turning in an evaluation and we're not catching those. So we're discussing whether or not department secretaries or unit secretaries, have to match up a list with

evaluations happening and the names of the people actually employed and see how close we are. We just want to monitor that. Before that time, were definitely people we knew of hadn't been renewed since they became permanent; may still be some out there. It's important for us; it's the method by which they can contractually request promotion and salary increases.

5. New-hiree initiatives going into next year; :UUP/Union contribution/involvement

Kim welcomed discussion on the on-boarding initiative from different departments and offices, wondering if there can be a UUP component to it. Josee isn't aware of other initiatives and would be good to know about it. Sue asked if Kim could be the contact person for young person employees and new employees. Dave asked if Kim meant new employees. Kim said that's part of it. We'd like to be able to talk to them; we have a contractual right to talk to them. Be nice if we could be part of the larger efforts instead of bombarding new hires with multiple events from multiple sources. I think it's great we're doing these things; I'd like to participate. Makes it difficult for us to participate with all of them.

Young professionals filling a void, a grassroots effort. Some faculty participating? SUNY at Workplace, Facebook.

6. Call for campus justification for portion of \$109 million budget advance?

Kim at UUP exec board conference call that found some of the members of the exec board described that their campuses are being asked to create a campus justification for their portion of this money. Josee said it's in the state budget; it's a one-time increase to the SUNY budget. Josee said it's not true; is no call for such justification. SUNY budget office is doing what they do best, running some reports and then I assume will be sharing with chancellor with how the funding be allocated to campuses, go to board in May and the first time the campuses will see how that is to be done. Predicated to actual cost borne by the colleges for the retro payment. I surmise some campuses who don't need this money to cover the deficit might have a call for budget proposals how use this new money within the college themselves. I assume that's coming primarily from the larger campuses.

TAP gap discussion was also had during conference call. Kim said the prevailing thought is that it may not have been handled properly so as a result it wasn't put in the budget. Positive side is that people were talking as an issue; didn't get done but probably because people trying too hard. Josee said she appreciates union's fight leading the charge. Admin doesn't put it in the budget, doesn't ask for it. John: one of the ways UUP can help us out is that Excelsior is not all that big a deal. Governor thinks best thing to happen. Kim said legislators know that. We haven't talked to one since shortly after implemented who thinks it's a good idea. They've all received calls from constituents upset by it.

7. Sponsored Events/Groups:

Precipitated by aggressive Gideons in Angell College Center. Getting even more aggressive. As a preamble to this, we've been participating (theater, music and events management office) ad hoc committee on events sponsorship and what constitutes campus sponsorship to use without having to write insurance, rental fees, etc. Someone said she was approached to accept a New Testament and harassed because she didn't take it. Bryan said Gideons pay a fee to do this. It is a non-sponsored. They pay for the facility use; have a permit. They do it once a semester. Different policy for selling things as a commercial enterprise versus handing out information; the Bible is considered information. Kim said they are getting a little more aggressive. Bryan: We've had Ref. Jim Defario come into Amite plaza telling people they're going to hell, and he can do that. We can't charge for the plaza; we do charge for this. Kathy: The Gideons paying a fee to use the space? Bryan will confirm. Kathy: what will get someone a denial if they're paying a fee? Bryan: we won't welcome commercial enterprises set up. We used to deny the military recruiters but there is a law that says we cannot do that.

8. Other issues:  
None.

Adjourned 2:25 p.m.